

Written Testimony in favor of **Senate Bill 921**, An Act Concerning  
Collective Bargaining for State Managers, by **The Association of  
Managerial Employees in the Connecticut State Service**

March 3, 2009 Public Hearing

Labor and Public Employees Committee

**The Association of Managerial Employees in the Connecticut State Service** is grateful for the opportunity to present written testimony in support of **Senate Bill 921**, An Act Concerning Collective Bargaining for State Managers.

We urge you to extend collective bargaining rights to state managerial employees just as you have extended collective bargaining rights to Correction Department captains and lieutenants and to Supervising Judicial Marshals in recent years. Experience has shown the wisdom of your decision to allow those employees to bargain collectively, and the experience has been positive for both the State and for the employees.

Unfortunately, corruption and malfeasance continues to occur in some state agencies, managerial employees are less likely to blow the whistle without the protections of a union. This is especially true for managers in the unclassified service who are employees at will without recourse to any grievance procedure if they are let go.

Extending collective bargaining rights to State managerial employees will also help to address the serious issue of wage compression. To attract the best talent to the managerial ranks, state managerial employees have to see their compensation keep pace with their unionized subordinates. There are many unions, including those dealing with health and safety issues, where union employees make more than their supervisors on an hourly basis. This is a disincentive for the best and brightest of our state employees from seeking career advancement. This cannot continue if we want our smartest employees to continue to protect our most vulnerable citizens.

The only way to address these issues is to give State managerial employees a collective voice about the terms and conditions of their employment in the same manner that the General Assembly long ago gave municipal managerial employees a collective voice about the terms and conditions of their employment.

Thanks for your consideration of Senate Bill 921.